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ABSTRACT

By projecting the immediate outlook in Michigan into the forthcoming decade, a picture emerges of the social and economic status of non-whites and whites in the years ahead. The methodology used to project industry-occupational group trends of non-whites in Michigan is predicated upon a mathematical model consisting of four basic steps outlined in the report. Information is presented for the state as a whole, with special reference to changes in non-white and white population, labor force, and occupational and industrial structure. The proportion of non-white persons in Michigan continues to climb: from 4.1 percent of the population in 1940 to 9.4 percent of the population in 1960 with a projected 11.6 percent of the population by 1980. By 1980 the greatest growth in non-white employment will be in these industries: professional and related service, public administration, business and repair service, entertainment and recreation service, wholesale and retail trade, construction, agriculture, forestry and fishery, and transportation, communication, utilities and sanitation. The least growth will be in manufacturing, personal service, mining, and finance, insurance, and real estate. The trend could be reversed in these areas of slow growth through government efforts and private action in training, upgrading and promotion. (CH)

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REACHING FOR EQUALITY

A Projection of labor force,
Occupational levels and
Distribution by industry of
white and non-white workers
in 1970 and 1980

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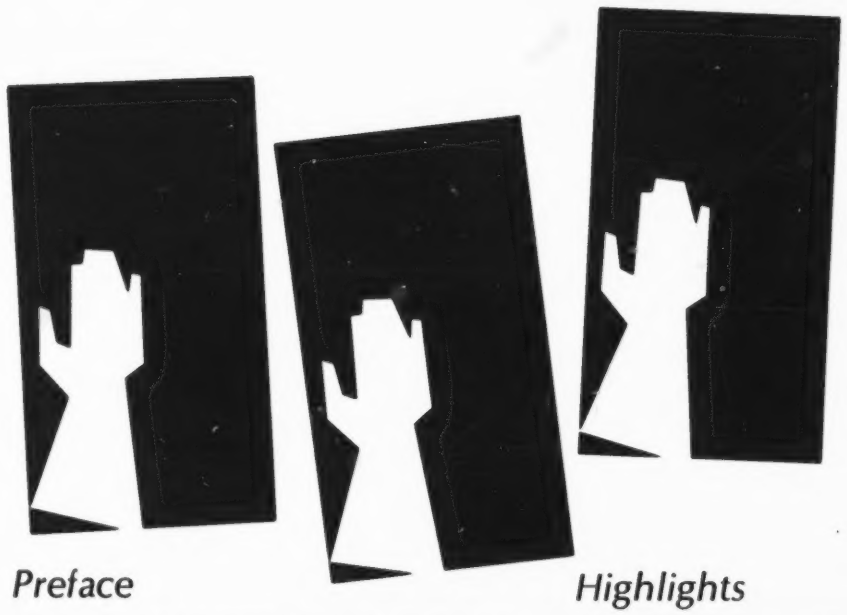


Preface

Seven years have passed since the 1960 U.S. decennial census of the population in Michigan. That census provided the last composite picture of the people of Michigan and their social and economic status.

This report provides an insight into the social and economic status of non-whites and whites in the years ahead, through a broad projection of the immediate outlook into the forthcoming decade. Information in this publication is presented for the State as a whole with special reference to changes in non-white and white population, labor force, and occupational and industry structure.

The projections are based on a number of underlining assumptions, including such standard ones as no major war or severe recession, high levels of economic activity and employment, and continued scientific and technological advances. They also include a 4% unemployment rate during the forecast period and a continuing rate twice as great for non-whites; attainment of the 1970 and 1980 labor force level for Michigan as projected by the U.S. Department of Labor, and attainment of the total occupational and industry structure projected for the state by the Battelle Memorial Institute for the same period.

While the individual projection of population, labor force and occupational and industry employment are subect to the limitations of all such projections, in combination they represent the most accurate portrait of future events that it is possible to draw by this method.

It is hoped that this publication will serve as a source of reference data as well as to stimulate affirmative action to help non-white workers reach complete equality in employment in the years ahead.

Highlights

Although the non-white labor force is only 10% of the working population, as many as 20% of the young people entering the labor force will be non-white by 1980. This means that one out of five jobs for young people will need to go to non-white youngsters. In spite of the large increases expected in non-white professional and technical jobs, by 1980, the proportionate non-white representation in professional and technical positions will be one-half as compared to whites.

By 1980 employment of non-whites is expected to increase 80% while the growth of employment of whites will be only about half that amount. However, in spite of this growth it is expected, if current trends continue, that the percentage of non-white workers unemployed will continue to be twice as high as the percentage of unemployed white workers.

The study shows that the proportion of non-white persons in Michigan continues to climb, representing:

4.1% of the population in 1940
7.1% of the population in 1950
9.4% of the population in 1960
10.9% of the population by 1970
11.6% of the population by 1980

The non-white population (14 years of age and over) from which the labor force comes will grow at a strikingly faster pace, especially among young people. Between 1960 and 1980 non-whites will grow at a rate of:

125.7% compared to 61.4% for whites 14-24 years of age.
19.2% compared to 16.9% for whites 25-54 years of age.
84.0% compared to 34.6% for whites 55 years and over.

Along with striking growth in the working age population, there will be a much faster expansion of the non-white labor force by 1980, resulting from:

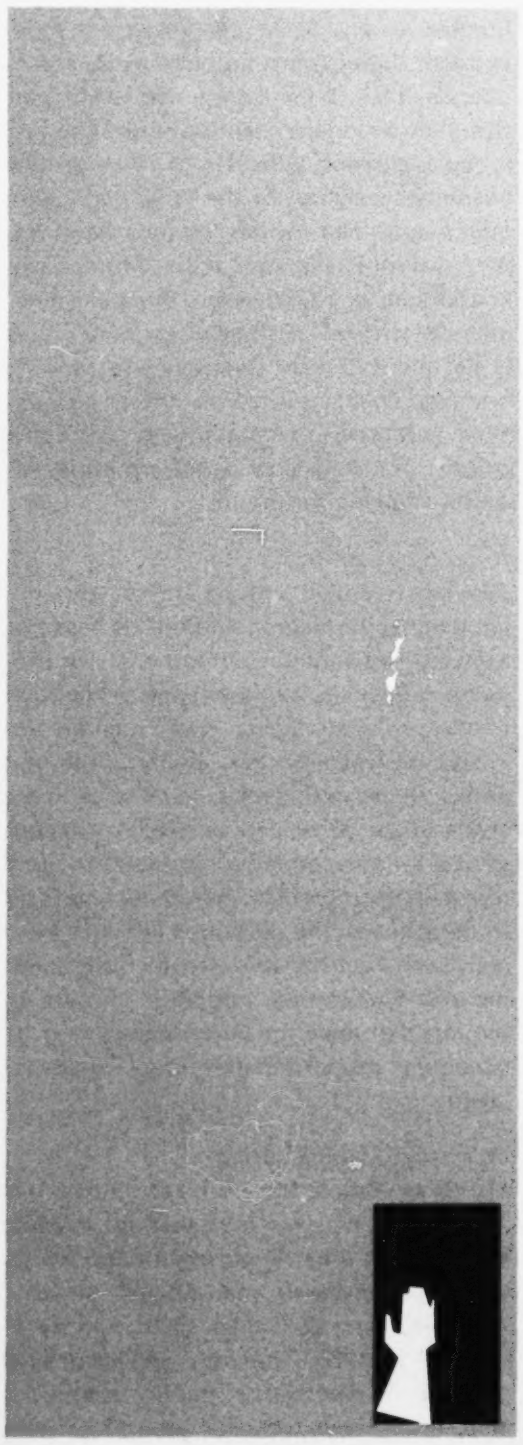
Fastest expansion in the youngest age category (14-24)—214.3% compared to 84.4% for white workers.
Almost the same growth in the prime working age (25-54)—21.2% compared to 25.7% for white workers.
Much faster increase in the oldest age bracket (55 and over)—90.9% compared to 33.0% for white workers.

By 1980, non-white workers, who represent about 10% of the labor force, will experience the greatest gains in these occupations:

Clerical	*up 265.0%*
Professional and technical	*up 250.4%*
Farm laborer and foreman	*up 150.9%*
Sales	*up 102.8%*
Service	*up 101.9%*
Laborer except farm or mine	*up 77.1%*
Operative	*up 71.2%*
Craftsman and foreman	*up 63.7%*

And the least growth in these occupations:

Private household	*up 1.5%*
Farmer and farm management	*down 59.0%*



Non-whites will have less than their proportionate 10% share of the following occupations:

Professional and technical jobs
5.4% of the total employed in occupation

Farmer and farm manager jobs
.3% of the total employed in occupation

Manager, official and proprietor jobs
1.4% of the total employed in occupation

Clerical jobs
8.9% of the total employed in occupation

Sales jobs
3.2% of the total employed in occupation

Craftsman and foreman jobs
5.9% of the total employed in occupation

Non-whites will have about or more than their proportionate share of:

Operative jobs
17.4% of the total employed in occupation

Private household jobs
30.6% of the total employed in occupation

Service jobs
16.8% of the total employed in occupation

Farm laborer and foreman jobs
10.2% of the total employed in occupation

Laborer, except farm or mine jobs
26.7% of the total employed in occupation

Greatest growth in non-white employment will be participation in these industries:

Professional and related service	*up 350.4%*
Public administration	*up 220.6%*
Business and repair service	*up 162.9%*
Entertainment and recreation service	*up 144.6%*
Wholesale and retail trade	*up 110.1%*
Construction	*up 94.7%*
Agriculture, forestry and fishery	*up 50.6%*
Transportation, communication, utilities, and sanitation	*up 41.8%*

And the least growth will be in these industries:

Manufacturing	*up 18.1%*
Personal service	*up 13.7%*
Finance, insurance and real estate	*up 5.7%*
Mining	*down 41.2%*

Implications of Present Trends

Unfortunately, projections of current trends indicate only where we are probably heading, not where we should or could go. Projections, made on the basis of observable trends, of necessity take into account only a limited amount of information. This report follows the changing pattern of employment of whites and non-whites from 1940 to 1960 in order to construct a reasonable estimate of the future. Thus, predictions are based on what has happened and what is happening. They do not take into account the current and projected programs which are attempting, through affirmative actions to provide equal job opportunities for all non-whites.

The predictions in this report do not have to come true. In fact, the efforts of the Michigan Civil Rights Commission and many civic, religious, civil rights and governmental groups are dedicated to making the needed changes in our social institutions now so that the future will be happily different from what this report foresees. That these changes will not come without considerable additional effort is well known.

The knowledge of where today's trends are taking us provides a basis for planning. The most significant use of this report would be an all-out effort on the part of Michigan citizens to assure the rapid obsolescence of these projections.

Where are we going?

On the whole, this report sees the unfolding of significant changes in the non-white labor force. Not only will there be larger numbers of non-whites; they will make up a larger percentage of the labor force. And in terms of comparison to 1960, greater equality is expected in the distribution of non-whites throughout the occupational levels. Even with these considerable changes, however, the differentials between white and non-whites will be striking.

Representation of non-whites in professional jobs will still be half that of whites. This, despite an expected three and one-half fold increase in the number of non-white professional workers. However, in the clerical area, the same three and one-half fold increase is expected to put non-whites on an almost equal basis.

Current trends predict that by 1980, 9.5% of the non-white labor force will be in professional and technical fields. This is not borne out, however, by present estimates of the participation of non-whites in higher education, the prerequisite of employment in these fields. A Michigan Civil Rights Commission study of the occupational intentions and participation of non-whites in Michigan institutions of higher education (now in progress) will provide background for planning programs to extend educational opportunities. It appears now that upgrading of educational opportunity at the high school level will, likewise, be essential preparation for young people who will enter the labor force during the next thirty years.

When we predict an increase in non-white clerical workers from 16,000 to 60,000 in a twenty-year span, we are assuming that the educational system will be able to meet the challenge of preparing the students for the jobs that will become available. Certainly, with the total number of jobs expanding and with the changing patterns of occupational levels, there is an opportunity for greatly increased participation by non-whites in the skilled and white collar jobs, where they are currently represented far below whites.

A special aspect of the changing pattern seen by this report is the forecast of a proportionate decrease in participation by non-whites in the managerial, official and proprietary group. This is because the largest number of people in this group are independent businessmen and two major forces operate against increasing non-white participation in independent business. The first is the increasing difficulty of forming new businesses because of the large capital requirements. Non-whites do not have the potential for raising capital that whites have. In addition, in a field where most businessmen are white, it is difficult for non-whites to get the necessary experience in running business enterprises. With these facts in mind, business, government and civil rights groups should make a significant effort towards changing this trend.

A word of caution

One fact is hidden in the averages. It is well-known that the Negro middle-class has been growing and continues to grow, as our projections indicate. Without special attention to the problems facing lower income Negroes, we may further disadvantage this group. Negro middle-class families, who are aware of and participate in special programs geared for overcoming social disadvantages, may gain the most benefit from these efforts. In the process, the illusion is left that there is sufficient activity to overcome longstanding and widespread inequities in spite of the fact that lower income Negroes may be becoming proportionately more disadvantaged.

Shift from Manufacturing

When we look at the workers in industry in 1970 and 1980, we find that in absolute numbers, the greatest growth for non-whites is in professional and related services, changing from 26,000 in 1960 to close to 120,000 in 1980. The next relatively large increase is expected in public administration. Both fields actually are, to a great degree, in the public domain as a large

proportion of professional services are in public educational institutions. In the relative make-up of the non-white labor force, as well as the total labor force, the shift will be from manufacturing to service and public administration.

Need for Vigorous Action

In the growing areas of finance, insurance and real estate, the expected pattern shows decreasing non-white participation in spite of the increase in the total industry. It is here where governmental efforts and private affirmative action will be necessary if the trend is to be reversed.

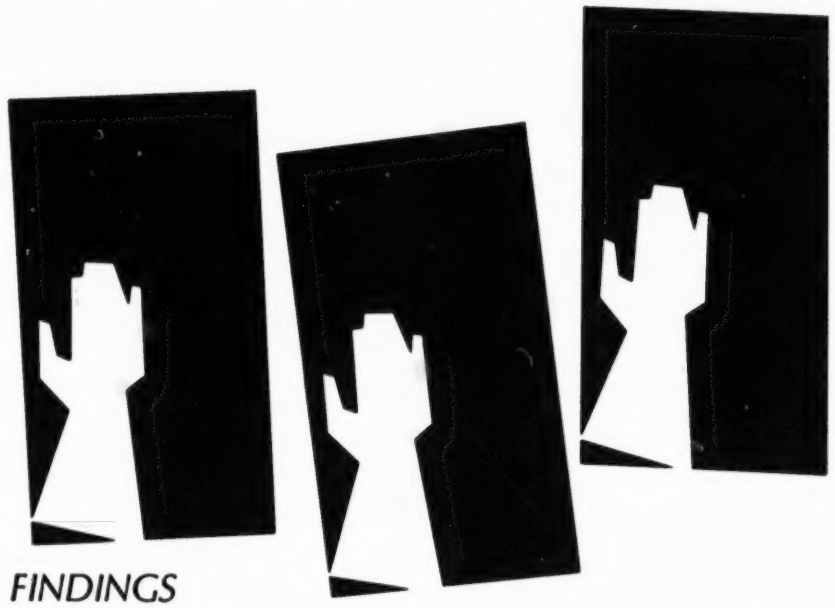
In each of these—finance, insurance and real estate—government has both responsibility and influence through licensure and regulation of companies, transactions and individuals. If, through vigorous activity on the part of the appropriate state and federal agencies and affirmative action from within, participation by non-whites in employment can be increased, then the likelihood of finding a solution for such persistent and related problems as housing discrimination will be enhanced.

A Look to the Future

In order to make good on past promises and to insure that the future will be brighter than the past, there is much that can be done today. As the projections show, progress to equality is expected to be relatively spectacular at certain levels. In spite of this, the road to complete equality is long and, unless special efforts are made now, may by-pass certain critical employment areas.

It is difficult to look at the kind of job opportunities that will be available in the future without looking at the schools today. Are the educational opportunities so structured that the non-white child of today can see a better future ahead and be able to avail himself of the professional help needed to succeed in the world of tomorrow? Or do education experiences tend to reinforce the predictions in this study? There is also a great need for on-the-job training opportunities for the increasing number of workers who will be displaced by technological innovation. This is an area where both private and public efforts are needed.

In the 1960's we are a little closer to equality of opportunity at the hiring gate. However, we still need to find means for opening opportunities to non-whites in those occupations and industries where the opportunities are largely open to families, friends and acquaintances of existing workers. The next important step in achieving equality will come when business and government make large scale efforts to move non-white workers up the job ladder through affirmative action in training, upgrading and promotion.



FINDINGS

Non-white Population Representation Continues to Expand

The proportion of non-whites in Michigan has been growing steadily since 1940 (Table 1). Since the non-white population in Michigan is largely Negro (97%), patterns of growth reflect mainly those of the state's Negroes. In 1940, 4.1% of the population was non-white and by 1960, it had reached 9.4%. During this twenty-year span, much of the gain resulted from the movement of Negroes from the South to fill industry needs during World War II and to sustain the manpower requirements of the postwar boom period. It is expected, by the end of this decade, that one out of every ten persons will be non-white, and by 1980, their representation will rise to an all-time high of 11.6%.

Non-whites Will Number Over a Million by 1980

Non-white population will expand rapidly from 737,329 in 1960 to 1,183,000 by 1980—an increase of almost 450 thousand during the next twenty years (Table 1). The gain in the number of non-whites from 1960 to 1980 will result mainly from natural increases (births exceeding deaths). Gains and losses from in-and-out migration will have virtually no effect because migration is expected to be a relatively minor contributor to population growth.

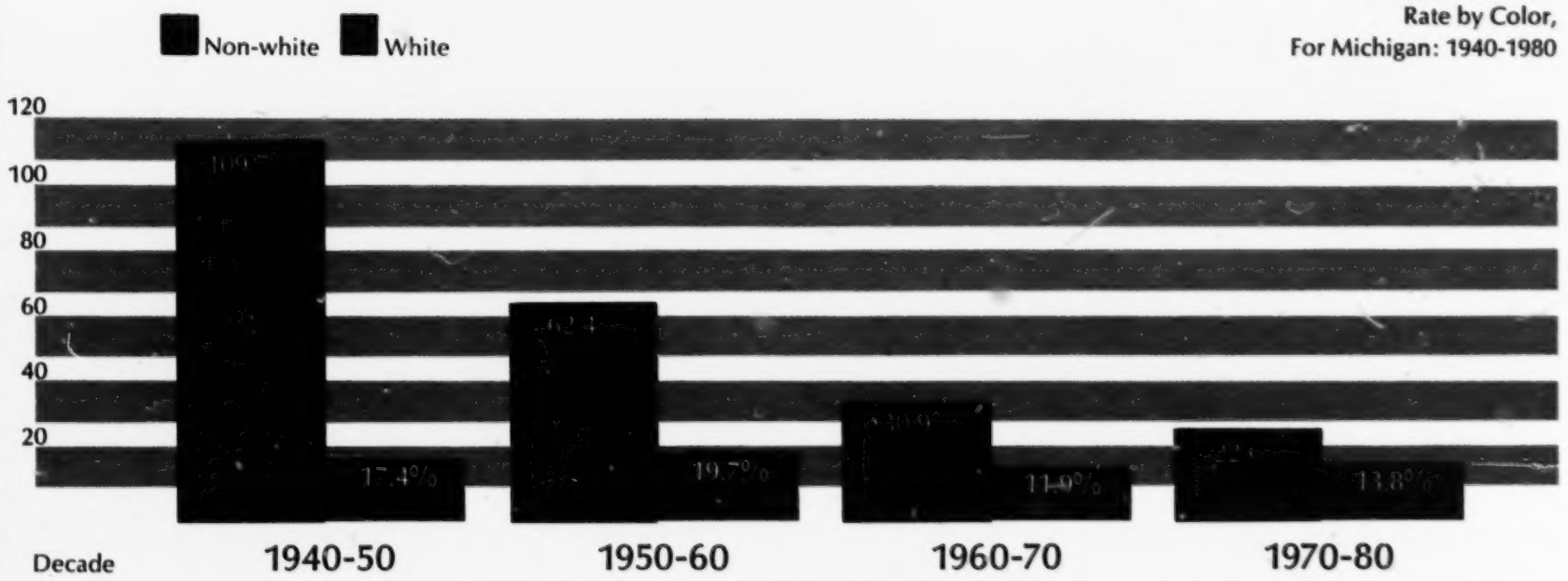
Faster Growth Among Non-white Working Age Population

Non-white working age population (14 years of age and over) will grow almost twice as fast as the white population during the sixties and the seventies—53.1% as compared to 30.7% (Chart 2). Growth rates for non-whites will be greater in all working ages, but especially in the younger age bracket. Non-whites 14 through 24 years of age are expected to increase 125.7% compared with 61.4% for the white population in the same age group.

The variance in patterns of growth will result in a striking difference in age structure for the non-white working age population. Non-white population will be proportionately younger by 1980. Thirty-one percent of them will be 14-24 years of age, compared to 26.1% of the white population. On the other hand, fewer non-whites will be found in the middle age group, 25-54 than the equivalent white segment—47.9% as compared to 48.4%.

CHART 1

Population Growth Rate by Color, For Michigan: 1940-1980



Source: Table 1.

TABLE 1

Michigan population, white and non-white, 1940-1980

YEAR	TOTAL POPULATION	WHITE	NON-WHITE	NON-WHITE AS PERCENT OF TOTAL POPULATION
1940	5,256,106	5,039,643	216,463	4.1
1950	6,371,766	5,917,825	453,941	7.1
1960	7,823,194	7,085,865	737,329	9.4
1970	8,891,000	7,926,000	965,000	10.9
1980	10,204,000	9,021,000	1,183,000	11.6

Source: 1940, 1950, and 1960 Population Data and 1970 and 1980 Total Population Estimates, Michigan Department of Public Health, "Michigan Population Handbook 1965." 1970 and 1980 white and non-white estimates by MCRC.

Non-white Labor Force Participation Will Equal White by 1980

By 1980, non-white workers will number 418 thousand, and for the first time, their overall labor force participation rate will be equivalent to whites (57%) resulting mainly from an increase in the younger age group (Table 2). However, the composition and characteristics of the non-white labor force will still differ markedly from what the rate would indicate. The proportion of non-white men in the 1980 labor force will continue to be somewhat lower than that of white men. Conversely, the participation of non-white women in the labor force will continue to be higher than for white women.

By 1980, 72.7% of the non-white males, compared with 77.6% of the white males, will be in the labor force. Despite this overall lesser participation, non-white men will exceed whites in two of the three working age categories (Chart 3). In the oldest age bracket (55 and over), the participation of non-whites will exceed whites, (55.0% compared to 52.4%) mainly because of the great migration of working age non-whites from the South to Michigan during the forties and fifties. In the other age group (14-24 years), the reason for the difference in participation results from a higher fertility rate of non-whites since World War II and a smaller proportion of non-white youth expected to attend college. These younger, non-white workers will show approximately twice the rate of growth of white youths during the sixties and seventies. Their rate of growth will increase by 114.3% during the forecast period, while white youths will increase by 64% (Table 2).

As Chart 3 clearly demonstrates, proportionately more non-white women will continue to be in the labor force than white women. Except for younger non-white working women, the rate of participation of non-whites in the labor force will be higher than white ones. The reason for this is that non-white women will still be faced with greater economic pressures to support their families. Even with their husbands working, non-white women are expected to work because their husbands' earnings will be still somewhat lower, on the average, than white male workers.

Job Gap Will Persist in Higher Level Occupational Groups, But Will Be Narrowed Considerably

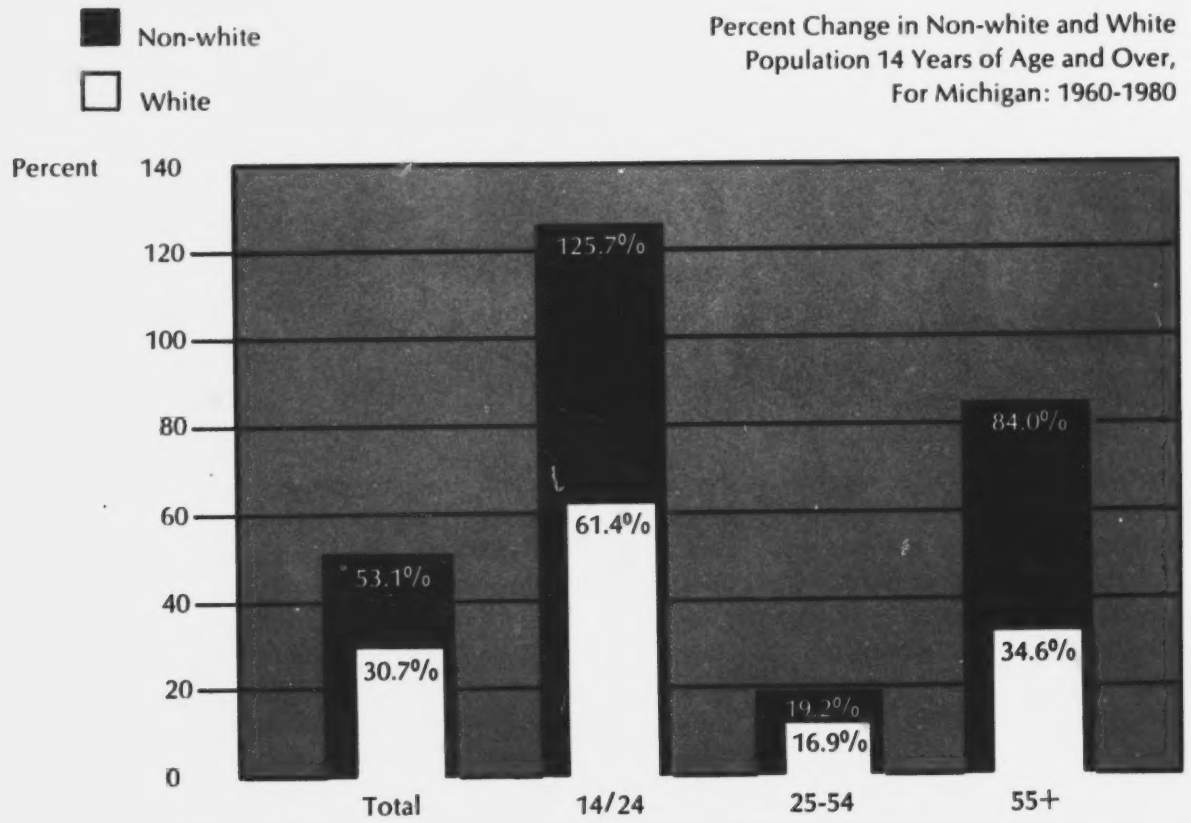
Employment of non-white workers between 1960 and 1980 will increase at a faster rate of growth than among white workers—80.2%, as compared to 40.9% (Table 5). The increase in employment of non-whites will occur in every major occupational group except farmers and farm managers. Even more important than this is the fact that non-white workers will make substantial gains in occupational fields in which they formerly had very little representation, for example, professional, technical and related jobs. Despite these gains, non-whites will still continue to be disproportionately concentrated in lower level fields, such as operatives, private household workers and laborers (Table 5).

Employment of non-whites in professional, technical and kindred jobs will increase rapidly over the next twenty years—much faster than employment of white workers in such fields. In fact, the rate of growth of non-white professional and related workers will be second only to the corresponding clerical and kindred worker group. Most of the gains in this group will be in teaching and professional and technical health service jobs. Some penetration will occur in scientific and engineering occupations.

Farmers and farm managers are the only major non-white occupational group expected to decline in total employment. Employment will decrease from 195 jobs in 1960 to 80 by 1980. The main cause of declining manpower requirements in the years ahead for this group will be the continued introduction of new technology. Such mechanization will necessitate the combining of farms into fewer and larger units and thereby reduce the number of self-employed and managerial farm jobs.

As more managers are needed in the public and private sector of the economy, over this decade and the next, the demand for non-white managers will also expand. Non-white managers, officials, and proprietors (except farm) are expected to increase at a rate not as fast as total non-white workers—29.8%, compared to 80.2%. As a result, the distribution of non-whites will decrease from 1.6% in 1960 to 1.2% in 1980 (Chart 4) and their representation in managerial jobs will remain at the level in 1980 as in 1960 (Table 3).

CHART 2



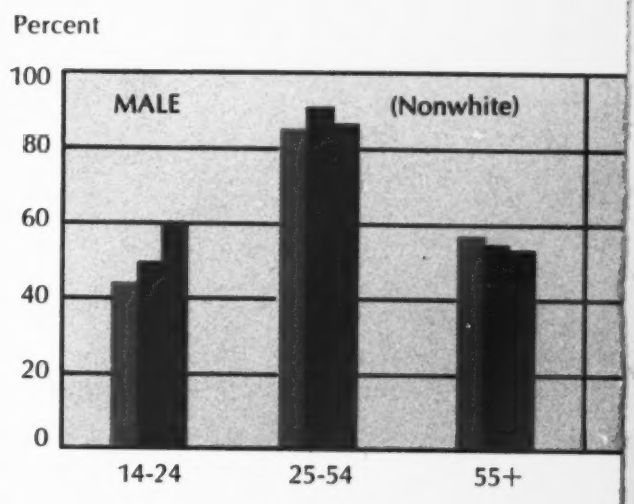
Percent Change in Non-white and White Population 14 Years of Age and Over, For Michigan: 1960-1980

Source: Table 2

TABLE 2

Population and Labor Force (excluding Armed Forces Overseas) by Age, Color and Sex for Michigan

	Population (Thousands)			Labor Force (Annual Average) (Thousands)			Labor Force Participation Rates Percent			Percent Change 1960-1970		1960-1980	
	1960	1970	1980	1960	1970	1980	1960	1970	1980	Population	Labor Force	Population	Labor Force
Non-White													
Both Sexes 14 and over	473	586	724	258	327	418	54.5	55.8	57.7	23.9	26.7	53.1	62.0
14-24 years	101	184	228	35	77	110	34.7	41.8	48.0	82.2	120.0	125.7	214.3
25-54 years	291	290	347	191	203	246	65.6	70.0	70.1	—.4	6.3	19.2	21.2
55 years and over	81	112	149	33	46	63	40.7	41.0	42.3	38.3	39.0	84.0	90.9
Male													
Total 14 and over	230	277	337	170	199	245	73.9	71.7	72.7	20.6	17.0	46.5	44.1
14-24 years	47	87	109	21	45	65	44.1	52.3	60.0	85.5	120.0	114.3	209.5
25-54 years	142	136	160	125	123	142	88.4	90.5	89.0	—4.3	—2.1	12.7	13.6
55 years and over	41	54	69	24	30	38	57.7	55.9	55.0	31.7	25.0	68.3	58.3
Female													
Total 14 and over	243	309	387	88	128	173	36.2	41.4	44.7	27.2	45.4	59.3	96.6
14-24 years	54	97	119	14	32	45	25.9	33.0	37.8	79.6	128.6	120.4	221.4
25-54 years	149	154	187	66	80	104	44.3	52.0	55.6	3.4	21.2	25.5	57.6
55 years and over	40	58	80	9	16	25	22.5	27.6	31.3	45.0	77.7	100.0	177.6
White													
Both Sexes 14 and over	4877	5558	6373	2686	3150	3685	55.1	56.7	57.8	14.0	17.3	30.7	37.2
14-24 years	1031	1493	1664	468	742	863	45.4	49.7	51.9	44.8	58.5	61.4	84.4
25-54 years	2650	2682	3098	1760	1885	2212	66.4	70.3	71.4	1.2	7.1	16.9	25.7
55 years and over	1195	1384	1609	458	524	609	38.3	37.9	37.8	15.8	14.4	34.6	33.0
Male													
Total 14 and over	2390	2706	3100	1881	2079	2407	78.7	76.8	77.6	13.2	10.5	29.7	28.0
14-24 years	500	732	820	287	442	517	57.4	60.4	63.0	46.4	54.0	64.0	80.1
25-54 years	1309	1332	1557	1261	1292	1511	96.3	97.0	97.0	1.8	2.5	18.9	19.8
55 years and over	581	642	721	333	346	378	57.3	53.9	52.4	10.5	3.9	24.1	13.5
Female													
Total 14 and over	2487	2853	3273	805	1071	1278	32.4	37.5	39.0	14.7	33.0	31.6	58.8
14-24 years	531	761	844	181	300	346	34.1	39.4	41.0	43.3	65.7	58.9	91.2
25-54 years	1341	1350	1541	499	593	701	37.2	43.9	45.5	.7	18.8	14.9	40.5
55 years and over	614	742	888	125	178	231	20.4	24.0	26.0	20.9	42.4	44.6	84.8



In the 1960-80 period, non-white clerical and kindred workers will be the most rapidly growing field. By 1980, this occupation group is expected to require 60 thousand non-white workers—representing a four-fold increase over 1960 and a rate of gain three times that for non-white employment generally (Table 5). This will result in a substantial rise in the proportion of non-whites among all non-white workers—an increase from 7.7% in 1960 to 15.5 percent in 1980 (Chart 4). More important will be the representation of non-white clerical workers into all clerical jobs from 4.3% in 1960 to 8.9% in 1980 (Table 3), meaning that gains of non-white office machine operators, secretaries, typists, cashiers, and other clerical related occupations will be substantial.

The anticipated expansion of wholesale and retail trade will result in the increased demand for both non-white and white sales personnel which will be more than enough to offset manpower saving techniques in merchandising. The number of non-whites employed as sales workers is expected to double between 1960 and 1980. Even with such substantial gains, however, less than three percent of all the non-white workers will be in sales occupations (Chart 4) and about the same proportion in total sales jobs (Table 3).

Employment of non-white craftsmen, foremen, and kindred workers will increase by more than three-fifths between 1960 and 1980. This rate of increase will be faster for non-whites than for whites in the same occupation group which will raise the non-white proportion among all craftsmen and related workers from 4.3% in 1960 to 5.9% in 1980 (Table 3). Most of the above penetration will be in mechanic and repair jobs and construction trades.

During the sixties and seventies, more non-whites will be employed as operatives and kindred workers than any other occupational group. Only modest employment gains are expected for non-white operatives during the seventies. Employment in this category is expected to increase by 13.5%—13,000 jobs—compared with 50.8% during the sixties. The slowdown of the rate of growth of non-white operatives will be the direct result of the impact of automation and technological changes in industry which will be first felt by the white workers in this group during the sixties.

Little change in the number of non-white private household workers is anticipated for the 1960-80 forecast period. Employment in this category is expected to increase by 1.5% or less than 300 jobs. Still, in no other occupational group will non-whites be more represented than in the private household category. In 1960, 31.6% of the private household workers were non-whites, and by 1980, this proportion will have only fallen to 30.6%, almost three times the ratio of non-whites to total private household employment (9.9%).

Non-white service workers—whose numbers cover a wide variety of workers such as barbers, waitresses, and hospital orderlies—will increase at a rate almost as fast as sales workers—101.9% (Table 5). Demand for such workers will expand rapidly as more and more will be needed to supply the many and increasing services associated with our growing and more affluent population. Employment of non-white service workers will reach 73 thousand by 1980 or approximately twice the number employed in 1960.

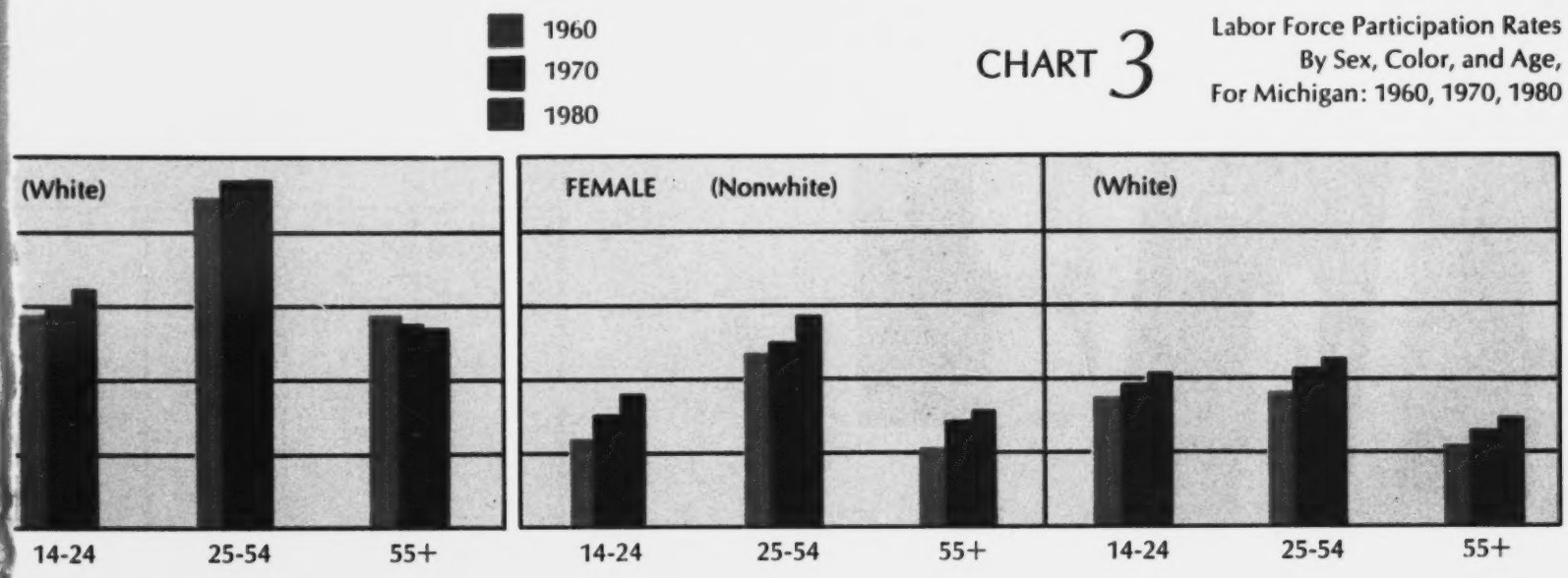


CHART 3

Labor Force Participation Rates
By Sex, Color, and Age,
For Michigan: 1960, 1970, 1980

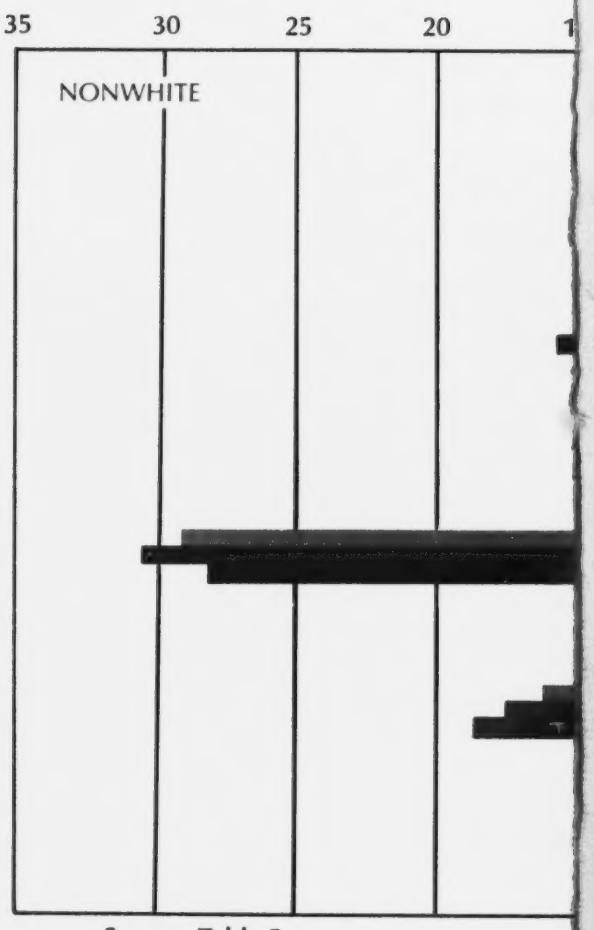
Source: Table 2

TABLE 3

Non-white employment as percent
of total employment in each major occupation group
for Michigan: 1960, 1970, 1980

Major occupation group	Non-whites as percent of total 1960	1970	1980
Professional, technical, and kindred workers	3.4	4.3	5.4
Farmers and farm managers	.3	.4	.3
Managers, officials, and proprietors, except farm	1.8	1.6	1.4
Clerical and kindred workers	4.3	6.8	8.9
Sales workers	2.2	2.8	3.2
Craftsmen, foremen, and kindred workers	4.3	5.3	5.9
Operatives and kindred workers	10.5	14.9	17.4
Private household workers	31.6	33.4	30.6
Service workers, except private household	15.3	16.9	16.8
Farm laborers and farm foremen	3.3	7.8	10.2
Laborers, except farm and mine	19.0	25.9	26.7

Source: 1960 Census of Population, Series PC (1)-24D,
Detailed Characteristics, Table 22, p. 504.
1970 and 1980 Projections by MCRC.



Source: Table 5.

In contrast to farmers and farm managers, employment of non-white farm laborers and farm foremen will increase during the sixties and seventies (Chart 5). However, this gain in employment will just be enough to maintain the 1960 proportion which was less than one percent of all the non-whites employed that year (Chart 4).

Employment of non-white laborers, except farm and mine is expected to increase at about the same rate as all non-white workers, meaning that their proportion to the total will remain about the same between 1960 and 1980. On the other hand, white workers in this occupational group will grow at a slower pace. This slower growth in white laborers will result in non-whites having a greater penetration in this field of work in 1980 than 1960—19% compared to 26.7% (Table 3).

Jobs for Non-whites Generally Will Increase Fastest in Service-Producing Industries

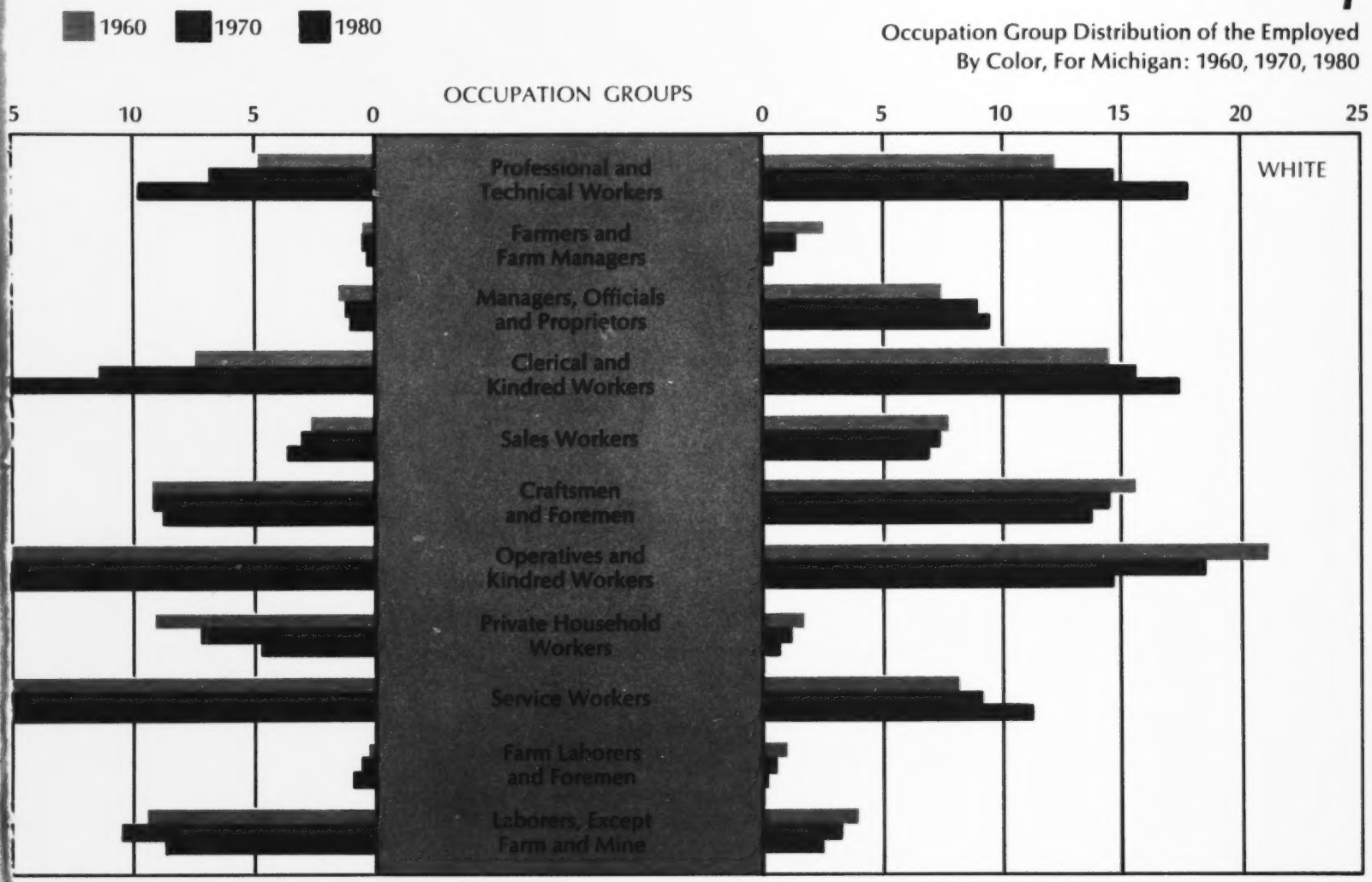
Projections of future patterns in industry will closely parallel occupational forecasts discussed in the previous section. The changing industry structure will work somewhat against non-whites since the industries in which they were concentrated in 1960 (manufacturing and personal services) will grow more slowly during the sixties and seventies. On the other hand, industries in which non-whites had very little to moderate representation, will rapidly expand between 1960 and 1980. There will be significant employment gains of non-whites in service-producing industries, such as: in professional and related services, public administration, business and repair services, and wholesale and retail trade, all of which will grow faster than total industry employment (Chart 7).

Greater mechanization, shrinking number and growing size of farms, and depletion of natural resources will be the chief reasons for the continued decline in overall agriculture, forestry and fishing employment between 1960 and 1980. Because of the limited prospects in this industry, white workers will be leaving at a faster pace than the average, resulting in manpower opportunities for non-whites. Non-white employment will increase by approximately 700 farm laborer jobs during the forecast period (Table 6).

Mining, having the fewest number of non-white and white workers, will continue to decline during the sixties and seventies. Between the forecast periods, the number of non-whites in mining is expected to fall by more than two-fifths and whites by one-fifth (Table 6). The continued decline of profitable mining operations in Michigan and labor saving technological changes will be the chief factors contributing to the overall decrease of both groups in mining.

The growing need for industrial plants and commercial establishments, homes and apartments, and schools and highways will contribute to a slightly above average gain of non-whites in construction. Employment of non-whites in construction will grow at a rate of 94.7% to 1980 while total representation of non-whites will increase 80.2% during the same period (Table 6). White construction workers too, are expected to have about average employment gains, meaning that the relative position of non-whites and whites to their respective groups will remain about the same (Chart 6).

CHART 4



Occupation Group Distribution of the Employed
By Color, For Michigan: 1960, 1970, 1980

TABLE 4

Non-white employment as percent of total employment
in each major industry group for Michigan: 1960, 1970, 1980

Major industry group	Non-whites as percent of total		
	1960	1970	1980
Agriculture, forestry and fisheries	1.5	2.8	3.9
Mining	.2	.2	.2
Construction	6.2	8.6	8.3
Manufacturing	7.3	8.6	7.8
Transportation, communications, utilities and sanitation services	5.7	6.5	6.6
Wholesale trade and retail trade	5.1	6.6	7.2
Finance, insurance, and real estate	3.1	2.3	1.7
Business and repair services	8.3	11.5	14.8
Personal services	23.6	23.0	19.5
Entertainment and recreation services	8.7	10.8	11.5
Professional and related service	8.0	11.0	13.6
Public administration	12.4	18.1	21.3

Source: 1960 Census of Population, Series PC (1)-24-D,
Detailed Characteristics, Table 129, p. 603.
1970 and 1980 Projections by MCRC.

More and more utilization of devices to link together the machines of production and tape and other automatic control devices to direct operations of machine systems will be the prime contributor to a slowdown of both non-white and white employment in manufacturing. Due to this slowdown, proportionately fewer non-whites and whites will be employed in this industry in 1980 (Chart 6). In fact, non-white employment in manufacturing will grow substantially slower than non-white employment in all industries as a whole, resulting in this industry becoming the second largest employing non-whites in 1980, rather than the first as in 1960 (Table 6), although it will continue to be the largest category in which whites are employed.

Only moderate job growth is expected in transportation, communication, utilities, and sanitation services, with non-white employment growing at a faster pace than white (Table 6). Within this industry, there will be widely different employment trends among the various segments. Trucking is expected to continue to expand; virtually no change is anticipated for electric, gas, and sanitary services; and railroad employment will continue to decline.

Wholesale and retail trade industry will be the second major source of new jobs for non-whites between 1960 and 1980. Non-white employment in trade will total 51,410 by the end of the forecast period, an increase of almost 27,000 new jobs (Table 6). This growing non-white manpower demand will result from the continuing multiplication of wholesale outlets and retail stores in shopping centers to satisfy the need for an ever increasing urban society.

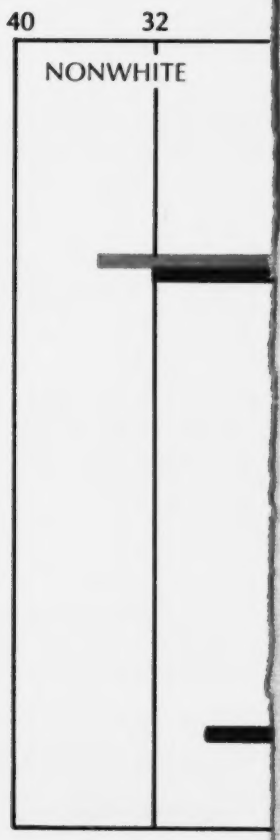
Finance, insurance, and real estate industries (banks, credit agencies, security and investment companies, insurance, and real estate) are expected to have a job growth rate equivalent to the overall employment advance between 1960 and 1980. Despite this overall growth, the number of jobs held by non-whites in this industry is expected to show very little change over the next twenty years—far behind the expected advance for whites (Table 6). Also the non-white penetration rate (non-whites as a proportion of total industry employment) will be the lowest in this industry in 1980 except for mining (Table 4). Thus, this industry group will provide proportionately fewer job opportunities for non-whites in the years ahead.

Job growth by non-whites in business and repair service will be twice as fast as the overall non-white employment advance and four and a half times as fast as the white growth rate for the same industry (Table 6). Non-whites in this industry will number 13,370 by 1980 and increase their representation of total industry employment from 8.3% in 1960 to 14.8% in 1980 (Table 4). Employment gains in this industry are expected to come from the non-repair segment—advertising, duplicating, private employment agencies, testing laboratories, and management services.

Personal services, the second largest industry employing non-whites in 1960 will be the fifth largest in importance by 1980. About fifteen percent of the non-whites were in this industry in 1960 and by 1980 the proportion will drop to 9% (Chart 6), as a result of virtually no change in the number of private household jobs. Still there will be enough employment gains in barbershops, beauty parlors, hotels, and dry cleaning establishments to provide modest job growth rate for non-whites—13.7%.

CHART 5

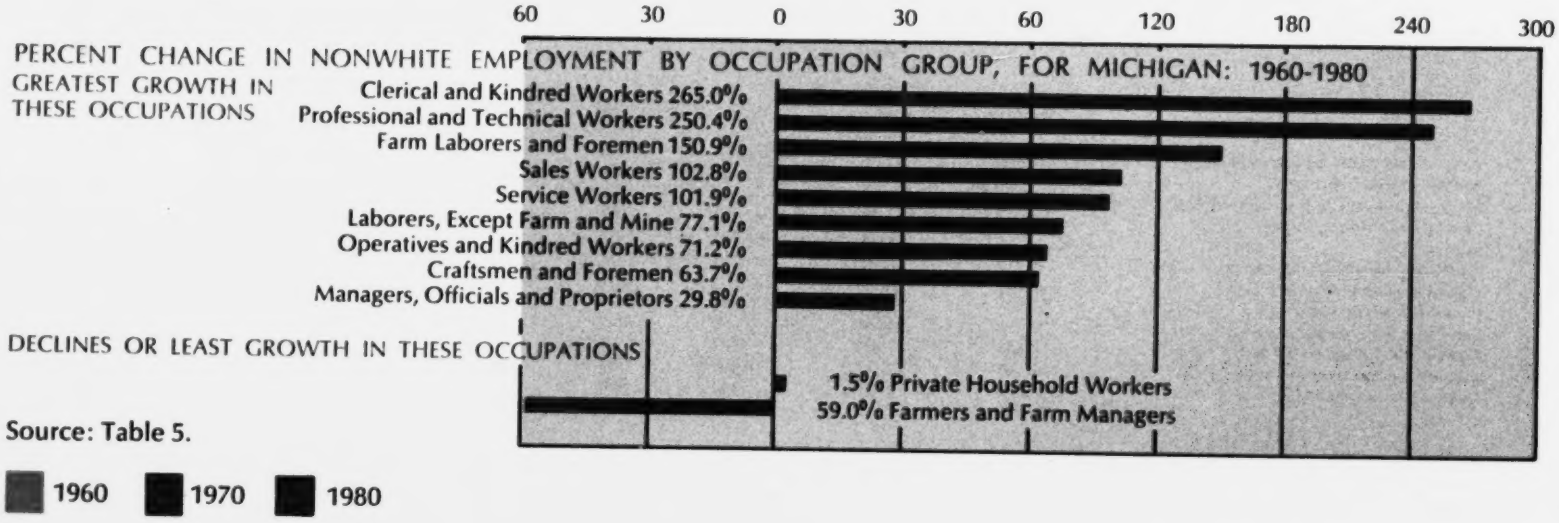
CHART 6



Source: Table 6.

CHART 7

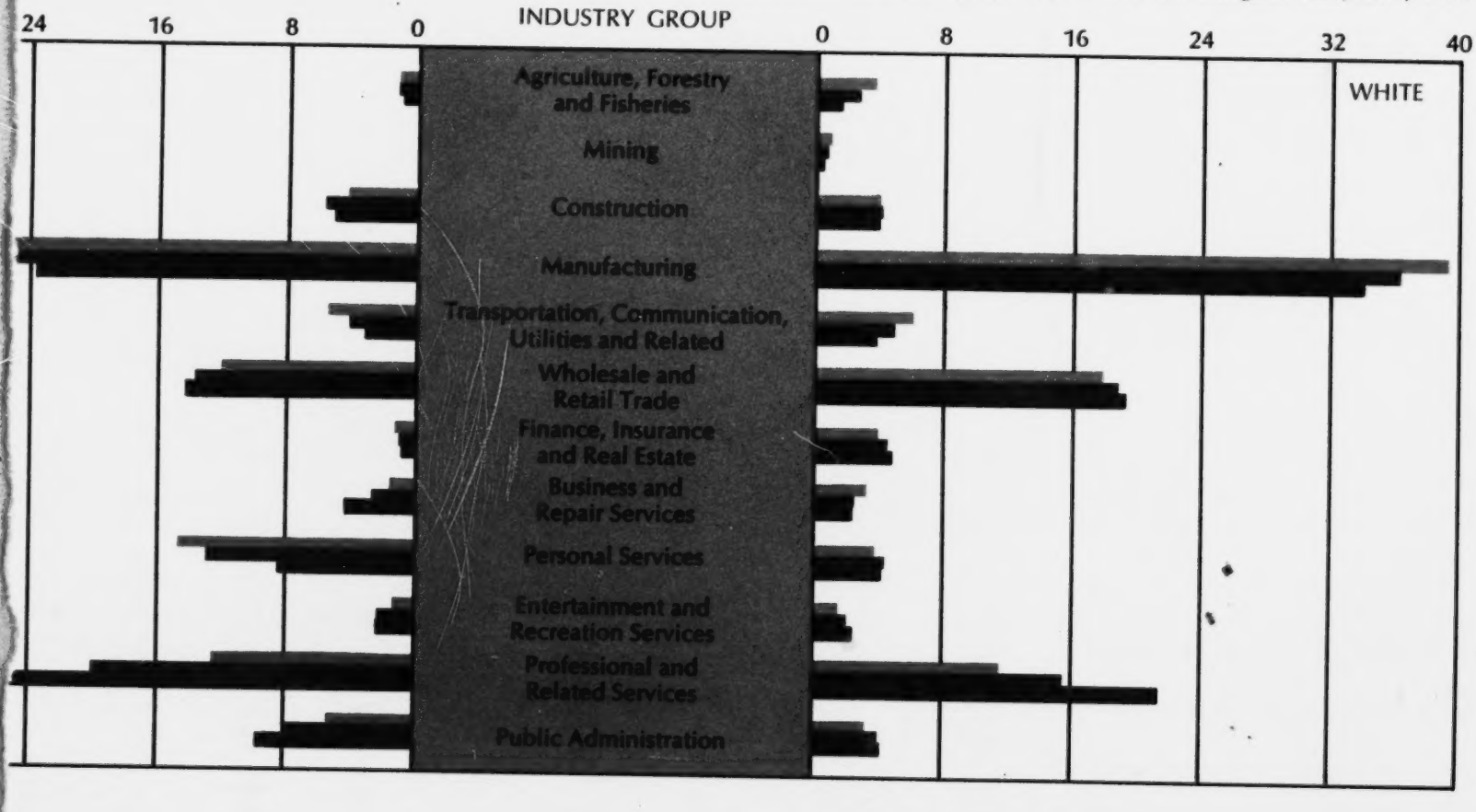
Source: Table 6.


60 30 0 30 60 120 180 240 300
PERCENT CHANGE IN NONWHITE EMPLOYMENT BY OCCUPATION GROUP, FOR MICHIGAN: 1960-1980
GREATEST GROWTH IN THESE OCCUPATIONS
Clerical and Kindred Workers 265.0%
Professional and Technical Workers 250.4%
Farm Laborers and Foremen 150.9%
Sales Workers 102.8%
Service Workers 101.9%
Laborers, Except Farm and Mine 77.1%
Operatives and Kindred Workers 71.2%
Craftsmen and Foremen 63.7%
Managers, Officials and Proprietors 29.8%
DECLINES OR LEAST GROWTH IN THESE OCCUPATIONS
1.5% Private Household Workers
59.0% Farmers and Farm Managers

Source: Table 5.

1960 1970 1980

Industry Group Distribution of The Employed by Color, For Michigan: 1960, 1970, 1980



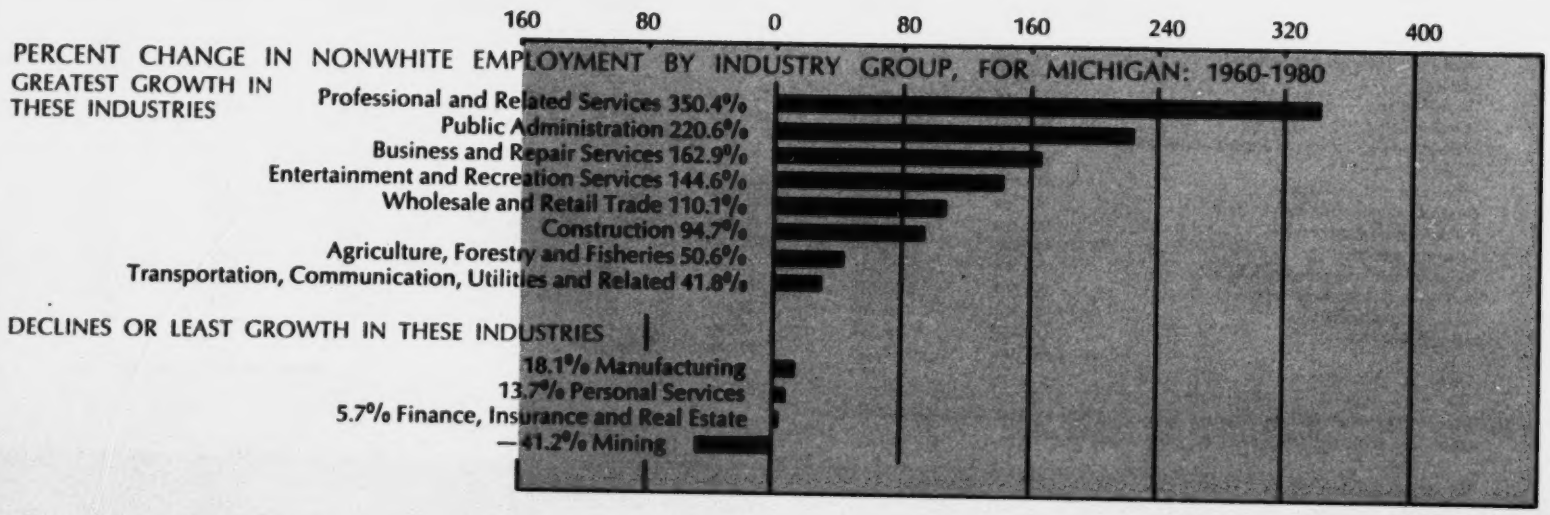

160 80 0 80 160 240 320 400
PERCENT CHANGE IN NONWHITE EMPLOYMENT BY INDUSTRY GROUP, FOR MICHIGAN: 1960-1980
GREATEST GROWTH IN THESE INDUSTRIES
Professional and Related Services 350.4%
Public Administration 220.6%
Business and Repair Services 162.9%
Entertainment and Recreation Services 144.6%
Wholesale and Retail Trade 110.1%
Construction 94.7%
Agriculture, Forestry and Fisheries 50.6%
Transportation, Communication, Utilities and Related 41.8%
DECLINES OR LEAST GROWTH IN THESE INDUSTRIES
18.1% Manufacturing
13.7% Personal Services
5.7% Finance, Insurance and Real Estate
—41.2% Mining

TABLE 5

Major occupation group of employed persons by color for Michigan: 1960, 1970, 1980

	Major occupation group	Number employed 1960	1970	1980	Percent distribution 1960	1970	1980	Percent change 1960-70	1960-80
NON-WHITE	Professional, technical, and kindred workers	10,496	19,950	36,780	4.9	6.6	9.5	90.1	250.4
	Farmers and farm managers	195	160	80	.1	—	—	−18.0	−59.0
	Managers, officials, and proprietors except farm	3,544	4,250	4,600	1.6	1.4	1.2	19.9	29.8
	Clerical and kindred workers	16,496	34,990	60,190	7.7	11.6	15.5	112.1	265.0
	Sales workers	4,536	6,870	9,200	2.1	2.3	2.4	51.4	102.8
	Craftsmen, foremen, and kindred workers	17,872	25,180	29,260	8.3	8.3	7.6	40.9	63.7
	Operatives and kindred workers	63,959	96,470	109,520	29.8	31.9	28.3	50.8	71.2
	Private household workers	18,531	20,930	18,810	8.6	6.9	4.9	12.9	1.5
	Service workers, except private household	36,190	53,950	73,070	16.8	17.8	18.9	49.1	101.9
	Farm laborers and farm foremen	833	1,630	2,090	.4	.5	.5	95.7	150.9
	Laborers, except farm and mine	20,763	32,370	36,780	9.7	10.7	9.5	55.9	77.1
	Occupation not reported	21,568	6,050	7,110	10.0	2.0	1.7	−72.0	−67.0
	Total	214,983	302,800	387,490	100.0%	100.0%	100.0%	40.8%	80.2%
WHITE	Professional, technical, and kindred workers	302,094	445,970	648,420	12.0	14.8	18.3	47.6	114.6
	Farmers and farm managers	59,879	41,560	28,640	2.4	1.4	.8	−30.6	−52.2
	Managers, officials, and proprietors, except farm	196,478	256,520	319,540	7.8	8.5	9.0	30.6	62.6
	Clerical and kindred workers	363,096	479,610	612,700	14.4	15.9	17.3	32.1	68.7
	Sales workers	197,880	236,520	273,910	7.9	7.8	7.7	19.5	38.4
	Craftsmen, foremen, and kindred workers	402,222	451,170	467,200	16.0	14.9	13.2	12.1	16.1
	Operatives and kindred workers	542,458	550,250	518,240	21.6	18.2	14.6	1.4	−4.5
	Private household workers	40,120	41,660	42,730	1.6	1.4	1.4	3.8	6.5
	Service workers, except private household	200,237	265,930	361,850	8.0	8.8	10.2	32.8	80.7
	Farm laborers and farm foremen	24,450	19,230	18,430	1.0	.6	.5	−21.3	−24.6
	Laborers, except farm and mine	88,510	92,800	98,620	3.5	3.1	2.8	4.8	11.4
	Occupations not reported	94,457	139,990	148,800	3.8	4.6	4.2	48.2	57.5
	Total	2,511,881	3,021,210	3,539,080	100.0%	100.0%	100.0%	20.3%	40.9 %

—Represents zero or rounds to zero.

Source: 1960 Census of Population, Series PC (1)-24-D, Detail Characteristics, Table 122, p. 504. 1970 and 1980 Projections by MCRC.

TABLE 6

Major industry group of employed persons by color for Michigan: 1960, 1970, 1980

	Major industry group	Number employed 1960	1970	1980	Percent distribution 1960	1970	1980	Percent change 1960-70	1960-80
NON-WHITE	Agriculture, forestry and fisheries	1,388	1,960	2,090	.6	.6	.5	41.1	50.6
	Mining	34	30	20	—	—	—	−11.8	−41.2
	Construction	7,728	13,410	15,050	3.6	4.4	3.9	73.5	94.7
	Manufacturing	75,389	99,720	89,030	35.0	32.9	23.0	32.3	18.1
	Transportation, communication, utilities and sanitation services	8,845	11,440	12,540	4.1	3.8	3.2	29.3	41.8
	Wholesale and retail trade	24,468	39,890	51,410	11.4	13.2	13.4	63.0	110.1
	Finance, insurance and real estate	2,772	2,940	2,930	1.3	.9	.8	6.1	5.7
	Business and repair services	5,089	8,830	13,370	2.4	2.9	3.5	73.5	162.9
	Personal services	31,615	37,600	35,940	14.7	12.4	9.8	18.9	13.7
	Entertainment and recreation services	1,537	2,620	3,760	.7	.9	1.0	70.5	144.6
	Professional and related services	26,359	56,570	118,710	12.3	18.8	30.6	114.6	350.4
	Public administration	11,736	23,870	37,620	5.5	7.9	9.8	103.4	220.6
	Industry not reported	18,023	3,920	5,020	8.4	1.3	1.5	−78.3	−72.1
	Total	214,983	302,800	387,490	100.0%	100.0%	100.0%	40.8%	80.2%
WHITE	Agriculture, forestry and fisheries	92,274	67,580	51,250	3.7	2.2	1.4	−26.8	−44.5
	Mining	15,306	13,880	12,290	.6	.5	.3	−9.3	−19.7
	Construction	117,834	143,050	165,480	4.7	4.7	4.7	21.4	40.4
	Manufacturing	960,503	1,065,080	1,055,710	38.2	35.3	29.8	10.9	9.9
	Transportation, communication, utilities and sanitation services	146,743	165,880	176,200	5.8	5.5	5.0	13.0	20.1
	Wholesale and retail trade	459,550	561,630	658,410	18.3	18.6	18.7	22.2	43.3
	Finance, insurance and real estate	86,784	122,230	165,290	3.5	4.0	4.7	40.8	90.5
	Business and repair services	56,179	67,660	76,890	2.3	2.2	2.2	20.4	36.9
	Personal services	102,343	125,820	148,690	4.1	4.2	4.2	22.9	45.3
	Entertainment and recreation services	16,144	21,710	29,060	.6	.7	.8	34.5	80.0
	Professional and related services	303,561	458,030	751,130	12.1	15.2	21.2	50.9	147.4
	Public administration	83,101	108,260	138,820	3.3	3.6	3.9	30.3	67.0
	Industry not reported	71,559	100,390	109,860	2.8	3.3	3.1	40.3	53.5
	Total	2,511,881	3,021,200	3,539,080	100.0%	100.0%	100.0%	20.3%	40.9 %

—Represents zero or rounds to zero.

Source: 1960 U.S. Census of Population, Series PC (1)-24-D, Detail Characteristics, Table 129, p. 603. 1970 and 1980 projections by MCRC.

METHODOLOGY

The methodology developed to project industry-occupational group trends of non-whites in Michigan is predicated upon a mathematical model, consisting of four basic steps.

The first step involved computing non-white and total state distribution percentages for each industry-occupational group listed in the 1940, 1950 and 1960 U.S. Census of the Population.

A ratio trend method was used in the second step for the purpose of predicting the distribution of non-whites in a given industry-occupational group in 1970 and 1980. The percent distribution developed in Step 1 above for each given non-white industry-occupational group was expressed as a ratio of the corresponding total state industry-occupational group, and these ratios were extrapolated to 1970 and 1980 by extending the trend shown in the past observations. Once the extrapolated ratios were known, it was then possible to calculate a predicated value for any given non-white industry-occupational group by direct substitution of corresponding total state industry-occupational group percentages for forecast years developed from Battelle Memorial Institute's "Michigan Manpower Study."

The projected non-white industry-occupational group distribution rates were considered as the first approximation. The sum of individual non-white industry-occupational group proportions were adjusted to equal one hundred percent.

In the final step, the number in each non-white industry-occupational group in 1970 and 1980 was obtained by multiplying the projected U.S. Department of Labor non-white labor force figures for Michigan in 1970 and 1980 by the projected percentages for each non-white industry-occupational group for corresponding periods.

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